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ABSTRACT

Consultants and supervisors from the State Department of Education, the Santa Fe Public Schools, and the Penitentiary of New Mexico propose to train 30 two-man teams as paraprofessional teachers and paraprofessional teacher aides for service as classroom teachers in approximately 40 elementary, secondary, and vocational courses for 500 men in the penitentiary. The training program will include pre-orientation conference preparation, a 2-week pre-semester orientation conference, and a laboratory seminar on Problems in Classroom Management, including methods and materials of instruction, which will be conducted for a minimum of 6 hours weekly for one semester. A subcontract will be let to an appropriate teacher training institution for the professional aspects thereof. During the orientation conference, guidelines will be developed for the general educational program for economically and culturally deprived members of the Anglo, Hispanic, Indian, and Negro prison population. These guidelines will be under constant appraisal and modification during the seminar. Problems arising in classroom situations will be referred for solution to the daily meetings through which consultants and supervisors will continue their close association with the teams. Program objectives include attempts to alter attitudes, values, self concepts on the part of all residents and to develop good study habits, organized work plans, advance planning, desirable goals, and periodic evaluation by the paraprofessionals and their students. (JS)

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

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[Preparing Para-Professionals To Teach Penitentiary Inmates]

New Mexico State Department of Education
Santa Fe, New Mexico

SP003 691

JAN 8 1970

Santa Fe DIGEST

For fifteen years the New Mexico State Department of Education and the Santa Fe Public Schools have sponsored and accredited the elementary, secondary, and vocational educational programs for up to 500 male residents of the Penitentiary of New Mexico, of whom about twelve are awarded high school diplomas annually. In general, more capable residents have served as part-time instructors in these programs under the supervision of paid personnel, certified teachers, and Director of Education.

Although the same number of paid employees are still teaching, a series of circumstances have resulted in the sudden and serious depletion of resident teachers who feel qualified to instruct their peers.

Officials of the State Department of Education, the Santa Fe Public Schools, and the Penitentiary of New Mexico propose to train thirty two-man teams as para-professional teachers and para-professional teachers' aides for service as classroom teachers in approximately forty elementary, secondary, and vocational courses in the Penitentiary.

The para-professional training program

The training program will include pre-orientation conference preparation, a pre-semester orientation conference,

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August 11-22, and a laboratory-seminar of problems in classroom management, including methods and materials of instruction which will be conducted for a minimum of six hours weekly from August 22, 1969, to January 16, 1970.

While it is anticipated that the Santa Fe Public Schools and the Penitentiary of New Mexico's Department of Education will share major responsibility for the training program, the Santa Fe Public Schools plan to let a sub-contract to an appropriate teacher training institution for the professional aspects thereof.

Status consultants and supervisors from the three named agencies, along with four professors from an approved teacher institution will plan and conduct the two-week Pre-Semester Orientation Conference incooperation with the thirty two-man teams, and will continue their close association with the teams throughout the semester in order to assist in effecting the programs developed during the conference and to supervise conduct of the residents who are the recipients of improved teaching techniques.

The unusual purpose of the Laboratory-Seminar of Problems and Procedures of Classroom Management is that the guidelines which are developed during the Pre-Semester Orientation Conference to cover every phase of institutional responsibility and rehabilitation by means of a general educational program for economically and culturally deprived members of our Anglo, Hispanic, Indian, and Negro prison population will be under

constant appraisal and modification. Problems arising in classroom situations will be referred for solution to the daily meetings of the Laboratory-Seminar in Problems and Procedures in Classroom Management.

Threading through all activities of the Orientation Conference and the Laboratory-Seminar will be overt attempts to alter attitudes, values, and self concepts on the part of all residents, whose relationships with institutional officials and with their peers give evidence of growing respect and confidence and a desire for reciprocal helpfulness. And then, of course, a basic purpose--though not overtly stated--is the development of good study habits, organized work plans, advance planning, desirable goals, and periodic evaluation by the para-professionals and the students in their classes.

Officials of the Penitentiary and the College propose to use the structure and content of the Orientation Conference and the Seminar course as a pattern for maintaining a para-professional training program which will guarantee a continuous instructional program of high quality for the maximum number of prison residents.

Originators of this project proposal conceive its uniqueness as: providing a comprehensive and accredited public school educational program to an entire schoolful of heretofore deprived men at very little cost to the State of New Mexico;

operating "normally" within an institution whose necessary patterns of operation are not always conducive to democratic

action so characteristic of public education;

instructing approximately forty classes of 500 men with non-certified personnel;

using two-man combinations for each elementary, secondary, and vocational class as para-professional teacher and para-professional teacher's aide;

offering service to the correctional officers of the entire State of New Mexico;

assuming to modify the content, and in some cases the procedure, of all courses in order to make them prison oriented; and

involving not only the sponsoring School District of Santa Fe, but also the State Department of Education, the Penitentiary of New Mexico, and two teacher-training colleges.

STUDENT ENROLLMENT DATA

	KINDER-GARTEN	GRADES 1 -- 6	GRADES 7 - 12	ADULT	OTHER	TOTAL
PUBLIC SCHOOL (S)						
Basic Skills & Elementary.....		350				
High School.....			150			
Basic Adult Education.....				120		
Vocational Education..					450	
Total.....						1,070

EDUCATION PROFESSIONS DEVELOPMENT PROJECT PROPOSAL

Section A. PROJECT INFORMATION

1. Reason for submission of this form (check one)

   a. [X] Initial application for grant b. [ ] Application for continuation grant

2. Type(s) of activity (check one or more)

   a. [ ] Planning of Program b. [ ] Conducting Pilot Activities c. [X] Operation of Program

3. Project title
   To Select and Provide 30 - 2 man teams (teacher and teacher's aide) for the PNM

4. Briefly summarize the purpose of the proposed project
   To relieve the acute teacher shortage for elementary and secondary classes at the Penitentiary of New Mexico, and more remotely in the State of New Mexico, by providing training, both pre-service and on the job, for paraprofessional teachers and teacher's aides to 30 - 2 man teams at the PNM, thus improving the achievement of nearly 500 PNM residents who are enrolled in the classes.

5. Name of applicant (local education agency)	6. Address (number, street, city, state, and zip code)
Santa Fe Public Schools	610 Alta Vista Street Santa Fe, New Mexico, 87501

7. Name of project director	8. Address (number, street, city, state, and zip code)	Phone
Stephen W. Holmes	P. O. Box 1059 Santa Fe, New Mexico 87501	827-2485 Ex, 282

9. Name of person authorized to receive grant (please type)	10. Address (number, street, city, state, & zip code)	Phone
Philip Bebo Superintendent of Schools	610 Alta Vista Street Santa Fe, New Mexico 87501	982-2631

11. Position or title
    Superintendent of Schools, Santa Fe Public Schools

12. Signature of person authorized to receive grant	Date submitted
Walter J Burke for Philip Bebo Director of Federal Programs	May 29, 1969

13. Proposed beginning date	14. Total money requested
August 11, 1969	$44,976.00
Proposed termination date: January 16, 1969	

15. Student Enrollment	White	Negro	American Indian	Other Non-White	TOTAL
60 trainees	28	5	2	25	60

16. RURAL/URBAN DISTRIBUTION OF PARTICIPANTS SERVED OR TO BE SERVED BY PROJECT

Participants	Rural		Metropolitan Area		Other Urban
	Farm	Non-Farm	Central City	Non-Central City	
Percent of Total Number Served	65%	35%		65%	35%

I. CITE THE NEEDS TO WHICH THIS PROPOSED PROJECT IS DIRECTED (INCLUDE DOCUMENTATION OF THESE NEEDS).

In the Penitentiary of New Mexico are approximately 900 men representing the Anglo, Hispanic, Indian and Negro cultures. The majority of these men are economically disadvantaged, indigent, and culturally deprived. Forty-seven percent of them are under the age of 25 years and are school drop-outs, 563 having never completed beyond the seventh grade. Many of these men are recidivists, and find themselves in prison once more because of their lack of education and therefore an corresponding lack of productivity.

As proposed, the project will fulfill the ever present need for qualified, trained para-professionals to fill thirty full-time para-professional teaching positions and a like number of para-professional teachers' aides positions within the Department of Education at the Penitentiary of New Mexico. These sixty men would constitute the faculty which is responsible for administering to the education needs of the large number of educationally disadvantaged men within the penitentiary, who will be enrolled in approximately forty elementary, secondary, and vocational classes.

In addition to providing the necessary preparatory training for these para-professionals, the project will also provide career training opportunities for them when they are integrated into the elementary, secondary, and vocational education programs of the Penitentiary of New Mexico as a professionally trained staff.

The sixty enlisted trainees will not be receiving pre-training alone. The desperate need for teachers of existing classes thrusts upon trainees, beginning with the first semester, the responsibility for handling approximately forty classes, and so, they will in fact be receiving both pre-training and on-the-job training simultaneously.

II. IN SPECIFIC TERMS, EXPLAIN THE PROPOSED OUTCOMES OF THE PROJECT.

The proposed outcomes of the project are of two classifications: (1) Immediate Outcomes, and (2) Long- Range Outcomes.

IMMEDIATE OUTCOMES:

1. Establishment of a staff of thirty para-professional teachers serving as the faculty for the Penitentiary of New Mexico education programs on the elementary, secondary, and vocational levels.

2. Establishment of a staff of thirty adequately qualified and trained para-professional teachers' aides to assist the regualr faculty of para-professionals and increase the effectiveness of the efforts of this faculty.

3. An increase in the educational attainment level of the 500 men enrolled in forty classes instructed by the para-professionals, this increase producing a subsequent increase in the level of productivity of these men when they are released back to the community.

4. An increase in the quantity of men who can be enrolled in education classes at the Penitentiary of New Mexico.

5. Through use of the Pententiary's wide range of vocational training stations provide experience for para-professional teachers' aides in all of the manual skills so generally lacking or at least distasteful to classroom teachers.

LONG RANGE OUTCOMES:

1. Help eliminate the shortage of qualified teachers in the United States by placing the para-professionals trained as a part of this project in public schools having a shortage of personnel.

2. Provide educational rehabilitative training for Penitentiary of New Mexico residents which will increase the productivity of these men when released back to the community while at the same time transforming both former students and the para-professionals from tax-burdens into tax-payers.

3. Provide the basis for the men participating in either the para-professional training program or subsequent educational programs instructed by these para-professionals to effectively and change for the better their attitudes of self.

4. Allow college-level credit as an incentive to para-professional trainees who will have met certain standards of excellence in college courses which have been prison oriented to the needs of men facing problems not common to outside classroom situations.

As the above breakdown indicates, the outcomes of the project will have a significant effect on (1) what happens to a man while serving his sentence in the Penitentiary of New Mexico, and (2) what happens to a man participating in the education program at the Penitentiary of New Mexico after his release back to the community.

In as much as crime has come to be a major problem that our society faces, and since the commission of a felony has been directly linked to the level of an individual's educational attainment, we feel it behooves our society to attempt to correct this problem and not just ignore it by locking convicted felons away for the period of their sentences. Rehabilitation through education is a very real solution to the problem.

III. EXPLAIN HOW THE PROPOSED PROGRAM IS TO BE CONDUCTED

The Santa Fe Public Schools, which now sponsor in cooperation with the State Department of Education, the elementary, secondary, and vocational educational programs at the Penitentiary of New Mexico, will conduct a program to select and provide on-the-job training for up to thirty (30) two-man prison teams as elementary, secondary, and vocational para-professional teachers and teachers' aides for approximately 500 economically and culturally disadvanted male residents of the Penitentiary of New Mexico, representing Anglo, Hispanic, Indian and Negro cultures.

Three full-time professional educators now employed by the Penitentiary will be responsible on a part-time basis along with their teaching for overall organization and direction of the program, which will extend from August 11, 1969, to January 16, 1970. They will be assisted by ten part-time consultants and instructors from the Santa Fe Public Schools' supervisory staff, the State Department of Education, and an appropriate teacher training institution, with which a sub-contract will be negotiated for the services herein anticipated. The two last mentioned agencies will provide the external consultative, instructional, and evaluation services required as basic ingredients of the training period and the continuous measurement of its effectiveness; at least one other professional educator will be selected from a second teacher training institution to serve on an external monitoring team for evaluation.

The training program will include pre-orientation conference preparation, a pre-semester orientation conference, August 11-22, and a laboratory-seminar of problems in classroom management, including methods and materials of instruction which will be conducted for a minimum of six hours weekly from August 22, 1969, to January 16, 1970.

While it is anticipated that the Santa Fe Public Schools and the Penitentiary of New Mexico's Department of Education will share major responsibility for the training program, the Santa Fe Public Schools plans to let a sub-contract to an appropriate teacher training institution for the professional aspects thereof.

A. PRE-ORIENTATION CONFERENCE PREPARATION

The professional staff members at the Penitentiary will develope a schedule of alternating elementary, secondary, and vocational courses so that the entire State curriculum may be offered every two years.

The prison population will be screened in cooperation with the Penitentiary's Classification Division for the placement of a maximum of 500 residents in the approximate forty elementary, secondary, and vocational courses previously selected.

Thirty residents who are eligible and qualified by institutional standards will be screened and enlisted to serve as para-professional teachers of the classes in the schedule previously prepared, and thirty residents will be selected to serve a para-professional teachers' aides, thus organizing the thirty two-man teams.

With the assistance of the available consultants, supervisors, and college instructors, the professional Penitentiary staff will hold a series of interviews and conferences with the selected para-professional teachers and para-professional teachers' aides to identify their concerns upon entering their teaching responsibilities and their para-professional training.

Representatives of the consultants, supervisors, and college instructors, serving with the professional Penitentiary staff, will set up the basic structure for a pre-semester orientation conference, the procedures to be followed, the essential programs and problems to be handled, the personnel to be involved including the trainees, and the necessary arrangements with institutional personnel for the schedule of meetings, admittance of participants, and compliance with institutional regulations.

B. PRE-SEMESTER ORIENTATION CONFERENCE, AUGUST 11-22

With all selected participants in attendance, ten days will be devoted to the solution of problems and the establishment of procedures which will be followed during the conference and for the first classroom sessions in which para-professional teachers and para-professional teachers' aides will be doing supervised teaching in their elementary, secondary, and vocational classes--as part of their para-professional and simultaneous on-the-job training.

With ten available consultants for the sixty trainees it is anticipated that at least ten six-man groups can be assigned various phases of the work of the conference. In the case of some planning assignments, the work will be completed before the opening of the semester on August 22; in most cases, however, the work to be done will be outlined for continuous prosecution during the semester in a laboratory-seminar of problems in classroom management, including methods and materials of instruction.

Among the tasks to be completed during the Orientation Conference are the following:

1. Assignment of para-professionals to the approximate forty classes to be taught to a maximum of 500 men in the prison population.

2. Coordination of all class offerings with other institutional programs, security regulations, and other rules.

3. Outlining the basic objectives and content of the courses to be taught at all levels.

4. Placement of orders for textbooks, teaching materials, and equipment for all classes.

5. Arrangement for all details incident to enrollment on August 22, including whatever college courses the para-professionals may wish as supplementary parallel learning in connection with the basic laboratory-seminar of problems in classroom management.

6. Scheduling classes and assigning classrooms and study halls.

7. Devising a library schedule to provide time for special study and insure the availability of needed library materials.

8. Allowing for synchronization with services already furnished by the Penitentiary including guidance counseling, sanitation, feeding, religious services, recreation, etc.

9. Developing job specifications for the two positions of para-professional teachers and para-professional teachers' aides, and defining the jurisdictional authority of each.

10. Agreeing on a procedure for handling student and para-professional grievances relating to specific academic problems.

C. LABORATORY-SEMINAR OF PROBLEMS IN CLASSROOM MANAGEMENT, INCLUDING METHODS AND MATERIALS OF INSTRUCTION, August 22, 1969-January 16, 1970.

With continued but intermittent help from the staff of consultants, supervisors, and college instructors, the professional Penitentiary staff will provide the para-professional trainees with a minimum of six hours weekly throughout the semester of on-the-job training in a laboratory seminar in which day-to-day problems of classroom management which are by the trainees are identified and solved. The laboratory will serve also as the means for accomplishing such plans and programs as the following:

1. Refine the criteria for the selection of para-professional teachers and para-professional teachers' aides, and devise means for discovering interest, aptitute, and ability to serve as para-professionals; develope a mehtod for discovery and recruitment of resident instructors and of replacing trainees as vacancies occur due to parole or discharge.

2. Establish fundamental class procedures to be follwwed in the forty classes.

3. Develop modifications in the syllabi or courses of study to provide for conditions of work and living in a correctional and rehabilitative institution.

4. Amplify the system of institutional records to include para-professional teacher and teacher aides reports. These records will also include report cards for the maximum of 500 economically and culturally disadvantaged students to be enrolled.

5. Develop and maintain a syllabus of policies, plans, and programs for continuous use and for future training programs.

6. Provide for a follow-up study of all para-professionals after their release as a means of keeping informed about their availability for employment by other agencies.

7. Select the bases for evaluating and reporting on the effectiveness of the training program from the point of view of the maximum of 500 recipients of the teaching done by the para-professionals and by other professors and consultants.

IV. WHAT ARE THE QUALIFICATIONS OF THE PERSONNEL TO BE INVOLVED (INCLUDE NUMBER, LEVEL OF COMPETENCE, ETC. RELATE TO PERSONNEL REQUIREMENTS ON BUDGET PAGE).

All personnel to be involved in the project are status professionals now employed or on the accredited list of available employees, as follows:

Fiscal officer and three instructional supervisory professionals in the Santa Fe Public Schools;

Director and two instructional professionals in the Penitentiary of New Mexico;

Two consultants from the New Mexico State Department of Education;

Five instructors and consultants from two appropriate teacher-training institutions of higher learning.

At least thirteen persons will be involved in conducting and administering the proposed project.

V. WHAT ARE OTHER REQUIREMENTS FOR THE PROPOSED PROGRAM AND HOW DO THEY RELATE TO THE DESIRED OUTCOME?

1. Those who have worked in the Educational Department of the Penitentiary believe that the approximate 500 recipients of the program need some modification of the state approved curriculum to make various courses more valuable to the residents.

2. Whatever college-level courses are offered to the para-professional teachers and para-professional teachers' aides as supplemental to their basic training may need modification to fit the skill needs of trainees.

3. Every resident of the Penitentiary is responsible for a full day's work. The para-professionals will be working in the Laboratory-Seminar, teaching their assigned classes, and studying in their cell blocks in excess of the required number of hours, for which some kind of recognition should be made.

4. Instructional and supervisory personnel outside the Penitentiary, necessarily chosen for their competence in their respective fields, will carry their assignments in the

Laboratory-Seminar in addition to their regular employment; they will receive an honorarium for their overtime aside from their salaries, and they will be allowed mileage reimbursement for the twenty mile roundtrip to the Penitentiary for the number of trips they are responsible for making in order to carry out their respective assignments.

5. Para-professional trainees will be required to commit themselves fully to the program and no drop-outs will be permitted. This commitment will be a moral agreement that the individual will enter into voluntarily.

6. Para-professional trainees will be required to agree to complete their training through the New Mexico State Department of Education in the event of release from the penitentiary while still in training. Again, the individual will be entering into what is a moral agreement.

These requirements are related to the desired outcome of the project in that para-professional trainees will have instilled in them a sense of responsibility which will enable them to be better citizens when released back to the community. Not only will they be able to better understand the moral responsibilities they have as citizens of the United States, but they will also be entering the highly rewarding education profession as para-professional personnel.

VI. HOW IS THE PROPOSED PROJECT TO BE EVALUATED?

1. The evaluation procedure will include an attitude concensus of each para-professional trainee at the beginning and end of the project. This concensus will be made by members of the professional instructional staff.

2. Each para-professional trainee will complete a self-rating scale at the beginning and end of the project to determine changes in the individual's self image and any attitude changes that have occurred during the project.

3. Instructional, supervisory, and consultative personnel--who will have been given responsibility for developing various segments of the laboratory course--will be expected to make periodic observations in the laboratory course and in the classrooms, followed by a written report of conclusions and recommendations to the Director.

4. College instructors will visit all classes being conducted by their para-professional students to do demonstration teaching and to assist in the implementation of techniques developed in training sessions.

5. Security officers of the Penitentiary will be asked for judgemental reactions to any differences in the conduct of classes by the para-professionals as well as attitudes assumed both by the prison population and the para-professional trainees.

6. The Associate Warden in charge of Program will compare the number and kind of complaints against or initiated by members of the prison population, by the para-professional teachers, and by the para-professional teacher's aides as a means of advisements to the Director.

7. With criteria developed in each phase of the training program as guides, two evaluators not involved in the training processes will inspect operations, observe all students at work, consult with and observe para-professional trainees, and report findings to the Director.

8. A follow-up study of each man participating in the para-professional training program will be conducted. This study will be aimed at determining what type of work in the field of education the individual is doing, how long he has been so engaged, where he is working and his feelings concerning the training program in which he took part.

9. A comparison will be made of grades earned by participants in this program and participants in other similar projects conducted elsewhere.

10. An acceptible rating scale will be devised for evaluating the performance of para-professionals serving in teaching positions as a part of their training.

11. Mid-semester reports will be made on all Penitentiary of New Mexico students to determine the quality of work being done by them. In addition, standardized tests will be administered to students at the beginning and end of the semester to determine the individual's educational growth during the period.

12. Score sheets will be developed for use by the residents in the prison population who are enrolled in various classes and for use by the para-professional trainees in evaluating the conduct and content of classes as guidance for future sessions.

A digest of our procedure, results, and suggestions concerning the project will be desseminated through all New Mexico public schools, the New Mexico State Department of Education, the United States Office of Education, and the American Correctional Association according to existing institutional regulations.

An overall summary of the findings of the project will be published in brochure form at the earliest possible date following termination of the program. This summary will include our results, suggestions, and a comparison of this program with those of other school districts in New Mexico as well as in other states. The brochure will be made available to all interested parties in accordance with existing institutional regulations.

VII. HOW ARE THE RESULTS OF THIS PROJECT TO BE USED?

Part of the "results" of this program will be found in the form of trained para-professionals who will enter into the educational field upon release from the penitentiary and take up some of the slack caused by the present shortage of qualified teachers in the United States.

Another part of the "results" of the program will be a reduction in the recidivism rate for the State of New Mexico. By providing the men leaving the Penitentiary of New Mexico with a good educational background and the assurance of a job in a respected field it will be possible to reduce greatly the anxiety and problems of adjustment a man released from prison to the community normally experiences.

As the laboratory-seminar progresses, there will be written a compendium of objectives, criteria, procedures, rules and regulations, and course outlines which will constitute a manual for the continuous training of para-professionals.

VIII. PROVIDE ASSURANCES THE PERSONNEL INITIALLY RECRUITED ARE NOT NOW IN THE FIELD OF TEACHING.

The present circumstances of the men who will be eligible for the program eliminates the possibility that any of them are now engaged in the field of teaching. None of those to be selected as candidates for para-professional training are professional teachers nor have they received any instruction in teaching. Also, present conditions in education generally and at the Penitentiary of New Mexico specifically illustrates most effectively the desperate need that exists for para-professional personnel.

IX PROVIDE ASSURANCES THAT THE TRAINEES OF THE PROGRAM CAN BE CERTIFICATED AT THE END OF THE PROJECT, OR IF TRAINEES ARE PRESENTLY CERTIFICATED, WILL BE ATTAINING CREDENTIALS TOWARD A HIGHER LEVEL CERTIFICATE.

The New Mexico State Department of Education will issue special certificates for each of the training courses completed by a para-professional trainee.

Additionally, the College of Santa Fe will issue transcripts for those para-professional trainees who qualify as students working in college courses for college credit.

Efforts will be made to have qualifying para-professionals certified for teaching in terms of the requirements of the New Mexico State Department of Education and the existence of need for para-professionals.

X. PROVIDE ASSURANCES THAT THE TRAINEES FULLY INTEND TO SEEK EMPLOYMENT IN AN ELEMENTARY OR SECONDARY SCHOOL UPON COMPLETION OF THE PROGRAM.

As indicated in Section V, para-professional trainees who leave the institution prior to the termination of their training period will complete the training through the New Mexico State Department of Education. These individuals and those who complete their training while in the Penitentiary of New Mexico will be aided in finding teaching positions in New Mexico schools by the New Mexico State Department of Education.

Those participants who remain in the penitentiary following completion of their training will continue in teaching positions in the Department of Education at the Penitentiary of New Mexico.

Prior to their entrance into the program, all para-professionals will sign a declaration of intent to follow the project training program and be available for employment in the field of education upon release.

XI. PROVIDE ASSURANCES THAT THE TRAINEES WILL PARTICIPATE IN SUBSEQUENT INSERVICE TRAINING WHERE APPLICABLE.

Para-professional trainees will be required to sign a letter of commitment stating that they will participate in some form of in-service training or on-the-job training subsequent to their initial training period and prior to being placed in charge in a teaching situation.

This letter of commitment will be a moral agreement entered into voluntarily by the individual.

XII. PROVIDE ASSURANCES THAT FUNDS RECEIVED ON THE BASIS OF THIS PROJECT PROPOSAL WILL NOT SUPPLANT LOCAL AND STATE EFFORT OF THE PREVIOUS YEAR.

No project of this specific nature has been conducted previous to the submission of the project proposal.

XIII. INDICATE HOW THE ACTIVITIES PROPOSED WILL BE COORDINATED WITH OTHER SIMILAR EFFORTS OF THE GRANTEE.

Courses made available through the College of Santa Fe to residents of college-level will be offered toward the objective of the continual upgrading of the instruction at the Penitentiary of New Mexico.

Training for the para-professionals who remain in the Penitentiary of New Mexico at the end of the proposed project will not stop with the termination of the project. They will be given additional on-the-job training in the Department of Education at the Penitentiary of New Mexico by teaching classes under the supervision of qualified personnal.

As an outlet for meeting the problems encountered in the operation of the Department of Education at the Penitentiary of New Mexico, a faculty council under the direction of the Penitentiary of New Mexico Director of Education will be organized.

XIV. EXPLAIN THE STIPENDS (IF ANY) TO BE PAID TO TRAINEES AND HOW PAYMENT IS TO BE MADE.

Under existing circumstances and at this time, it is recommended that no stipends be paid.